Colchester Public Schools

CABE-SUGGESTED POLICY REPLACEMENT

4000P

PERSONNEL

CONCEPTS AND ROLES IN PERSONNEL

All parts of the school system exist for one purpose: to facilitate the educational development of the students. A dynamic and efficient staff dedicated to education is necessary to constantly improve the education program for the students. To this end, the development of the personnel policies for certified and non-certified staff is an essential component of the educational program in this school district. The philosophy of the district and the community generally will be reflected in these policies.

Through the personnel policies the Board of Education will establish a school environment that will attract and maintain highly qualified staff whose mission will be to provide the best possible learning opportunities for the students.

The long-range goals on which these policies will be based are:

1. To recruit, select, and employ the best qualified and most diverse personnel to staff the district's schools.
2. To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.
3. To provide an in-service training program for all employees to improve their performance.
4. To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.
5. To assign personnel to ensure that they are used as effectively as possible.
6. To develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.

Implementation of the adopted personnel policies should include channels of communication and procedures for handling of professional and ethical problems through which all persons or groups affected may express their suggestions, concerns, and opinions.

Legal Reference: Connecticut General Statutes

10-220 Duties of boards of education

~~The personnel policies of a school system are an essential part of the program of public education in a community. The philosophy of a school system and the community is generally reflected in such policies.~~

~~Through its personnel policies, the Board of Education wishes to establish conditions that will attract and hold the highest qualified personnel for all positions who will devote themselves to the education and welfare of our students.~~

~~Policy development must be approached with attitudes of mutual faith and good will. Cooperation and participation of the employees' organizations, administration and the Board of Education are essentials in the formulation of personnel policies. If the predominant values and standards are based upon a democratic philosophy, the personnel policies and procedures will add to the dignity of each individual~~

~~The long-range goals on which these policies will be based are:~~

1. ~~To recruit, select, and employ the highly qualified personnel to staff the district's schools.~~
2. ~~To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.~~
3. ~~To provide an in-service training program for all employees to improve their performance.~~
4. ~~To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.~~
5. ~~To assign personnel to ensure that they are used as effectively as possible.~~

~~Provisions for the implementation of adopted personnel policies should include channels of communication and procedures for the handling of professional and ethical problems, through which all persons or groups affected may voice their opinions.~~

~~To keep its personnel policies and the corresponding administrative regulations in the highest state of effectiveness to achieve the above purposes, the Superintendent of Schools is directed to establish the procedures needed.~~

Policy adopted: May 8, 2001
Revised: February 9, 2021

COLCHESTER PUBLIC SCHOOLS
Colchester, Connecticut